

Established: 07/01/84
Revised: 07/01/99, 10/01/01, 10/31/01, 03/01/02, 01/31/02

CRITERIA	EARNINGS ID
<ul style="list-style-type: none"> If a department head or designee requires an employee to work in a higher classification for more than 15 consecutive calendar days, the employee shall receive the 5% pay differential over his/her normal daily rate of the class to which he/she is appointed for that period in excess of 15 calendar days. If a department head or designee requires an employee to work in a higher classification for 30 consecutive calendar days or more, the employee shall receive the pay differential of 5% over his/her normal daily rate of the class to which he/she is appointed from the first day of the assignment. 	8G
<ul style="list-style-type: none"> If the assignment to a higher classification is not terminated before it exceeds 120 consecutive calendar days, the employee shall be entitled to receive the difference between his/her salary and the salary of the higher class at the same step the employee would receive if the employee were to be promoted to that class, for that period in excess of 120 consecutive calendar days. The 5% differential shall not be considered as part of the base pay in computing the promotional step in the higher class. 	SI
<ul style="list-style-type: none"> Employees in all the above units with exception to Unit 17 are not to be compensated for more than one year of out-of-class work for any one assignment. Additionally, approved out-of-class grievances for employees in all the above units with exception of Unit 17 cannot be compensated retroactively for a period greater than one year preceding the filing of the grievance. 	

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes*
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	Yes

* Departments should not lock payments into employment history.

14.90.1

SECTION 14:**PAY DIFFERENTIALS**

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No/Yes (FLSA)
IDL	No
EIDL	No
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No